



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION  
HEARINGS, EMPLOYEE  
RELATIONS, AND MEDIATION

**NOTICE TO ALL NONEXCLUSIVELY  
REPRESENTED EMPLOYEES OF FINDING OF  
UNFAIR LABOR PRACTICES**

ASSOCIATION OF STATE EMPLOYEES IN  
MANAGEMENT, MICHIGAN ASSOCIATION  
OF GOVERNMENTAL EMPLOYEES, AND  
MICHIGAN STATE POLICE COMMAND  
OFFICERS ASSOCIATION

Date: October 5, 2010

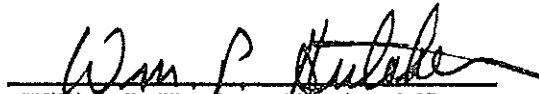
Ref. Nos.: 2010-00539  
2010-00540  
2010-00541  
2010-01161  
2010-01308

and

OFFICE OF THE STATE EMPLOYER

Be advised that the undersigned has determined, following hearing, that the respondent Office of the State Employer, by repudiating the consensus agreement that it entered into with the charging parties, committed unfair labor practices in violation of Civil Service Rules 6-11.1, *Coercion*, 6-11.2, *Interference*, and 6-11.3, *Discrimination*, against the charging parties and their members.

Due to this finding, the respondent Office of the State Employer is directed to **CEASE AND DESIST** from entering into such agreements and subsequently unilaterally repudiating them. Due to the conduct that was found on the part of the respondent, in addition to posting this notice in conspicuous places in its worksites where such notices would normally be viewed by nonexclusively represented employees (NEREs) it is directed to post it on its website. The posting shall remain in place for one year from the date of the original posting. In addition, due to the egregious nature of its conduct and what was determined to be the frivolous nature of its defense to the charges, the respondent is directed to **pay the reasonable attorney fees** of the charging parties occasioned by the necessity of having to prosecute these charges against the respondent.

  
William P. Hutchens, Hearing Officer

[This notice must remain posted for one year from the date of posting and must not be altered, defaced, or hidden by other material. It must be prominently displaced on the OSE website.]